

EEOC Form 5 (5/01)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC		Agency(ies) Charge No(s): 2007CN3915 440-2007-04648	
Illinois Department Of Human Rights and EEOC State or local Agency, if any					
Name (indicate Mr., Ms., Mrs.) Ms. Lorraine Wormely			Home Phone (Incl. Area Code) (708) 922-0631		Date of Birth 12-11-1963
Street Address 3743 W. 168th Street, Country Club Hills, IL 60478					
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)					
Name SO. SUBURBAN COUNCIL ON ALCOHOLISM			No. Employees, Members 101 - 200		Phone No. (Include Area Code) (708) 647-3333
Street Address 1909 Cheker Square, East Hazel Crest, IL 60229					
Name			No. Employees, members		Phone No. (Include Area Code)
Street Address					
DISCRIMINATION BASED ON (Check appropriate box(es).) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input checked="" type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER (Specify below.)				DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 04-12-2007 04-18-2007 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):					
<p>I began employment with Respondent on or about April 17, 2000. My most recent position was Senior Addiction Counselor II. I have a disability of which Respondent is aware. On or about April 3, 2007, I was forced home due to the working conditions exacerbating my medical condition. On or about April 11, 2007, I requested a reasonable accommodation and was denied. On or about April 18, 2007, I received a letter informing me that my employment was terminated.</p> <p>I believe I have been discriminated against based on my disability, in violation of the Americans with Disabilities Act of 1990.</p>					
tabbies EXHIBIT B		DEPT OF HUMAN RIGHTS INTAKE UNIT MAR 24 2008 RECEIVED BY		RECEIVED EEOC MAY - 1 2007 CHICAGO DISTRICT OFFICE	
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.			NOTARY - When necessary for State and Local Agency Requirements		
I declare under penalty of perjury that the above is true and correct.			I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. OFFICIAL SEAL SIGNATURE OF COMPLAINANT: <i>Lorraine Wormely</i> Notary Public - State of Illinois My Commission Expires Sep 30, 20		
Date: 4/30/07 Charging Party Signature: <i>Lorraine Wormely</i>			SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year) <i>Paul McCotter</i> 5/5/2008		

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: Lorraine Wormely
3743 W. 168th Street
Country Club Hills, IL 60478

From: Chicago District Office
500 West Madison St
Suite 2800
Chicago, IL 60661

CERTIFIED MAIL 7099 3400 0014 4053 8290

☐

On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

440-2007-04648

Donald Marvin,
Investigator

(312) 353-8198

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

☐

The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.

☐

Your allegations did not involve a disability as defined by the Americans With Disabilities Act.

☐

The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.

☐

Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge

☐

Having been given 30 days in which to respond, you failed to provide information, failed to appear or be available for interviews/conferences, or otherwise failed to cooperate to the extent that it was not possible to resolve your charge.

☐

While reasonable efforts were made to locate you, we were not able to do so.

☐

You were given 30 days to accept a reasonable settlement offer that affords full relief for the harm you alleged.

☒

The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.

☐

The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.

☐

Other (briefly state)

- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, and/or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a state claim may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission

John P. Rowe

John P. Rowe,
District Director

2-8-08

(Date Mailed)

Enclosures(s)

cc:

SOUTH SUBURBAN COUNCIL ON ALCOHOLISM

